



Personnel Demonstration Project

PERFORMANCE BASED PAY

- Funds allocated by Pay Pools
- Compensation Pay Pool:
 - 2.4% of Salaries for Base Pay Increases
 - 1.3% of Salaries for Bonuses
- Extraordinary Achievement Performance Pay Increases
- Awards Program - Authority to \$10,000

Rating	Compensation	RIF retention years added
A.....	4 shares + c*...	10
B.....	2 shares + c*...	7
C.....	1 share + c*.....	3
U.....	0.....	0

*c = GS General increase (Title 5, Section 5303). Pay increases for employees receiving retained rates will be determined in accordance with 5 U.S.C. 5363 except that those with a U rating will receive no pay increase.

DEPARTMENT OF THE ARMY

Personnel Demonstration Project at the U.S. Army Aviation & Missile Command, Research, Development, and Engineering Center



WHAT IS IT?

- Performance-Based Focus
- Broadbanding
- Hiring Authorities

DEMO PROJECT ADVANTAGES

- Performance Driven Compensation/Retention
- Generic Performance Elements/Standards
- Simplified Classification/Assignment
- Supervisory Compensation
- Awards Program
- Enhanced Employee Development
- Expanded Manager Role in Personnel Management
- New Hiring Authorities
- Voluntary Emeritus Program
- Union Partnering
- Elimination of High Grade Controls/Supervisory Ratios
- Enhanced Recruitment Capability for High Quality Employees
- Enhanced Retention of High Quality Employees
- Dual Career Ladders

Occupational Family and Payband

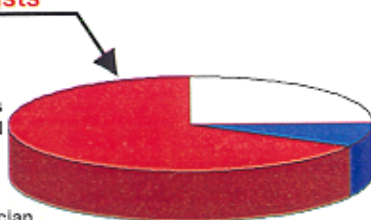
ENGINEERS & SCIENTISTS				
DB I	DB II	DB III	DB IV	DB V
GS-1 - 4	GS-5 - 11	GS-12 - 13	GS-14 - 15	Above GS-15
\$13,870 - \$24,833	\$21,370 - \$50,932	\$46,955 - \$72,586	\$65,983 - \$100,897	\$98,791 - \$128,804
TECHNICAL & BUSINESS SUPPORT				
DE I	DE II	DE III	DE IV	DE V
GS-1 - 4	GS-5 - 9	GS-10 - 12	GS-13 - 14	GS-15
\$13,870 - \$24,833	\$21,370 - \$42,091	\$35,658 - \$61,040	\$55,837 - \$85,774	\$77,614 - \$100,897
GENERAL SUPPORT				
DK I	DK II	DK III	DK IV	
GS-1 - 4	GS-5 - 6	GS-7 - 8	GS-9 - 10	
\$13,870 - \$24,833	\$21,370 - \$30,996	\$26,470 - \$38,108	\$32,380 - \$46,359	

AMCOM-RDEC Hiring

(primarily) Huntsville-Area Jobs

> 200 Engineers & Scientists*

- Aerospace
- Industrial
- Computer
- Electronics
- Mechanical
- Electrical
- General
- Chemical
- Mathematician



Locality Pay*

Duty Station	Rate
Huntsville, AL	7.22%
Ft. Eustis, VA	6.78%
Moffett Field, CA	15.01%

*% added to salary above

POCs:

Recruiting - Dr. Katie Blanding

Katie.Blanding@rdcc.redstone.army.mil

(256) 842-8389

Lab Demo - Mr. David Knepper

David.Knepper@redstone.army.mil

(256) 876-1522

CPAC - Marva Tibbs

<http://www.usajobs.opm.gov>